Please return to:

South Dakota Department of Health Office of Data, Statistics & Vital Records 600 East Capitol Avenue

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Assis	sted Living Center	S		Please return by: April 27, 200					
Name	of Facility:								
Addres	ss of Facility:		0:	4					
			CI	ту:					
County	y:		_Zip:			_ Telepho	one No.:		
	g full-time and part-time The following questions							contracted. Please	
As	Assisted Living Centers		nt Total geted ons as of	Bud Vacanc	nt Total geted ies as of st , 2007		ver* For ear 2006		
		Full	Part	Full	Part	Full	Part	1	
0 ((6)	181	Time	Time	Time	Time	Time	Time	_	
Dietitian	Nursing Assistant								
	d Practical Nurse							_	
	Assistant							=	
	ssociate Degree)							-	
	achelor's Degree)							-	
R.N. (Di								_	
R.N. (Ma	aster's Degree)							-	
	Separation)								
	er Numbers: Is the number o of employees who were pror					the fiscal yea	ar 2006. It	does not include the	
How ma	any hours a week determ	nes a full	time staff	f position?	·				
Hard t	o Fill Vacancies								
difficulti	ast 12 months have you hies experienced, due to a tition, undesirable hours, e	number o							
	Yes (Please check all occ No (Please precede to the								it)
	Certified Nursing Assist Dietitian License Practical Nurse Nursing Assistant R.N. (Associate Degree				□ F □ F	R.N. (Bache R.N. (Diplor R.N. (Maste R.N. (No Se None of the	ma) er's Degre eparation)	ee)	

OVER

What are the causes of your hard-to-fill vacancies? Please check all that apply.
a Applicants lack the qualifications we want b Lack of applicants c Company/Industry doesn't pay enough d Job entails shift work of undesirable hours e Too much competition from other employers f People with required skills don't want to relocate to this area g Lack of resources to carry out effective recruitment h Other (specify) i Nothing j Not applicable
What impact, if any, have hard-to-fill vacancies and employee turnover had on your institution? Please check all that apply.
a. Reduced continuity of care b. Reduced staff to patient ratio c. Difficulty meeting safety or health standards d. Reduction in services because of increased costs or lack of staff e. Increased training costs f. Increased hiring or recruitment costs g. Inability to fulfill paperwork requirements h. Burnout of existing staff i. Inability to terminate undesirable or marginal staff j. Lower qualification of new employees k. Administrative staff working direct care l. Reduced training for new employees m. Other (specify) n. Nothing o. Not applicable
What measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that apply.
 a Offered higher pay b Offered better benefits (health insurance, pension, holidays, time off) c Offered signing bonuses d Increased recruitment efforts (locally and different geographical areas) e Increased Public Relations f Increased training and development within workforce g Changed work practices (flexible hours, work from home) h Provided childcare support i Highlighted problem to local providers (eg.TEC's, colleges, training bodies) j Recruited people from other organizations k Other (specify)
Contact Information
Thank you for you cooperation in completing this survey. If there are any questions about your responses to this survey who should be contacted?
Name (please print) () (Area Code) Telephone Number

Please return to: South Dakota Department of Health Office of Data, Statistics & Vital Records 600 East Capitol Avenue

Pierre, South Dakota 57501-2356 Phone: 605-773-3361

Fax: 605-773-5683

Certified End-Stage Renal Disease Facil	Ple	ease retu	ırn by: A	pril 27, 2007		
Name of Facility:						
Address of Facility:		_City:				
County:Zip:		Telep	hone No	.:		
Staffing Report full-time and part-time positions that are curre The following questions apply only to certified end-st						ease note:
Certified End-Stage Renal Disease Facilities	Current Total Budgeted Positions as of Jan 31 st 2007		Current total Budgeted Vacancies as of Jan 31 st 2007			ver* For ear 2006
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Dietitian and Nutritionist						
Licensed Practical Nurse						
Medical Laboratory Technician/Clinical Laboratory Technician						
Medical Technologist/Clinical Laboratory Technologist						
Nephrologist						
Physician						
Physical Therapist						
Physical Therapist Assistant						
Psychologist						
Psychiatrist						
R.N. (Associate Degree)						
R.N. (Bachelor's Degree)						
R.N. (Master's Degree)						
Social Worker	- 100 - 100			II da a a	- Charles	0
*Turnover Numbers: Is the number of employees who left your fa number of employees who were promoted or transferred within y			year 2006	. it does n	iot include	uie
How many hours a week determines a full time staff posit	ion?					
Hard to Fill Vacancies						

In the last 12 months, have you had hard-to-fill vacancies at this site? **Hard-to-Fill Vacancies:** Recruitment difficulties experienced, due to a number of reasons e.g. lack of applicants, applicants lack the qualifications, competition, undesirable hours, etc.

	Yes (Please check all occupations that apply (below) AND continue with the rest of the survey)
_	

 $[\]square$ No (Please precede to the contact information at the end of the survey, complete the information and submit)

	Dietitian and Nutritionist Licensed Practical Nurse Medical Lab Technician/Clinical Lab Technician Medical Technologist/Clinical Lab Technologist		Phys Phys Phys Assi Psyc	sical The sical The stant chologis	erapist erapist t	I that area		\ /	
Wh	at are the causes of your hard-to-f	ill va	cancie	s? Plea	ase check al	I that app	ly.		
	Lack of applicants Company/Industry doesn't pay enough Lack of applicants Company/Industry doesn't pay enough Lack of undesirable hours Too much competition from other employers People with required skills don't want to relocate to this area Lack of resources to carry out effective recruitment Cother (specify) Nothing								
a. b. c. d. e. f. g. h. i. j. k. l.	hat apply. Reduced continuity of care Reduced staff to patient rati Difficulty meeting safety or I Reduction in services becau Increased training costs Increased hiring or recruitm Inability to fulfill paperwork in Burnout of existing staff Inability to terminate undes Lower qualification of new exaministrative staff working Reduced training for new er	nealt use of ent of equi irable irable dire mplo	costs remer e or m byees ct care yees	eased conts arginal s		of staff			
m. n.	Other (specify) Nothing								
0.	Not applicable								
Wh app	at measures, if any, have you take lv.	n to	tackle	the prol	blem of hard	l-to-fill va	canc	ies? Please check all that	
a. b. c. d. e. f. g. h. i. j. k. l. m.	Offered higher pay Offered better benefits (hea Offered signing bonuses Increased recruitment effort Increased Public Relations Increased training and deve Changed work practices (fle Provided childcare support Highlighted problem to loca Recruited people from other Other (specify) Nothing Not applicable	s (lo elopm exible I pro r org	cally a nent w e hours viders anizat	ind diffe within wo s, work t	rent geograp rkforce from home)	ohical are	as)	es)	
Co	ntact Information								
	ank you for you cooperation in com survey who should be contacted?		ng this					s about your responses to	
 Nar	me (please print) Title			(Area C	<u>)</u> Code) Telepl	none Nun	nber		

Please return to:

South Dakota Department of Health Office of Data, Statistics & Vital Records 600 East Capitol Avenue

☐ None of the above

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Certified Home Health Agencies			Please	return l	by: April	27, 2007	
Name of Facility:							
Address of Facility:			_City:			-	
County:Zip:			_ Teleph	one			
Staffing							
Report full-time and part-time positions that note: The following questions apply only to						racted. F	Please
Certified Home Health Agencies	Current Total Budgeted Positions as of Jan 31 st 2007		Current Budgeted Vacancies as of Jan 31 st 2007		Turn Over* For Fiscal Year 2006		
	Full	Part	Full	Part	Full	Part	
Contificat Numerican Assistant	Time	Time	Time	Time	Time	Time	
Certified Nursing Assistant							
Licensed Practical Nurse							
Occupational Therapist							
Occupational Therapist Assistant							
Physical Therapist							
Physical Therapist Assistant R.N. (Associate Degree)							
R.N. (Associate Degree) R.N. (Bachelor's Degree)							
R.N. (Master's Degree)							
Social Worker							
Speech Pathologist/Speech-Language Pathologist							
*Turnover Numbers: Is the number of employees who lt does not include the number of employees who were	left your fa e promoted	cility durin	ng the fisca erred within	l year 2000 your facili	6. ity.		
How many hours a week determines a full time	staff positi	on?					
Hard to Fill Vacancies							
In the last 12 months, have you had hard to fill a difficulties experienced, due to a number of reason petition, undesirable hours, etc.							
 ☐ Yes (Please check all occupations tha ☐ No (Please precede to the contact info submit) 		-					and
 □ Certified Nursing Assistant □ License Practical Nurse □ Occupational Therapist □ Occupational Therapist Assistant □ Physical Therapist 			R.N. (Ba R.N. (M Social V		Degree) egree)	ch-Langua	age Path

☐ Physical Therapist Assistant

OVER

what are the causes of your hard-to-fill vacancies? Please check all that apply.
a Applicants lack the qualifications we want b Lack of applicants c Company/Industry doesn't pay enough d Job entails shift work of undesirable hours e Too much competition from other employers f People with required skills don't want to relocate to this area g Lack of resources to carry out effective recruitment h Other (specify) i Nothing j Not applicable
What impact, if any, have hard-to-fill vacancies and employee turnover had on your institution? Please check all that apply.
a Reduced continuity of care b Reduced staff to patient ratio c Difficulty meeting safety or health standards d Reduction in services because of increased costs or lack of staff e Increased training costs f Increased hiring or recruitment costs g Inability to fulfill paperwork requirements h Burnout of existing staff i Inability to terminate undesirable or marginal staff j Lower qualification of new employees k Administrative staff working direct care l Reduced training for new employees m Other (specify) n Nothing o Not applicable
What measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that apply.
a Offered higher pay b Offered better benefits (health insurance, pension, holidays, time off) c Offered signing bonuses d Increased recruitment efforts (locally and different geographical areas) e Increased Public Relations f Increased training and development within workforce g Changed work practices (flexible hours, work from home) h Provided childcare support i Highlighted problem to local providers (eg.TEC's, colleges, training bodies) j Recruited people from other organizations k Other (specify) I Nothing m Not applicable
Contact Information
Thank you for you cooperation in completing this survey. If there are any questions about your responses to this survey who should be contacted?
Name (please print) () (Area Code) Telephone Number

Please return to:

South Dakota Department of Health 600 East Capitol Avenue

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Please return by: April 27, 2007

Clinics

Name of Facility:			
Address of Facility:		City:	_
County:	Zip:	Telephone	

Staffing

Report full-time and part-time positions that are currently on facility payroll and/or contracted. Please note: The following questions apply only to clinic positions.

Clinics	Budo Positio	nt Total geted ns as of st 2006	Budg Vacanci	nt Total geted es as of st 2006	Turn Over* For Fiscal Year 2005	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Audiologist						
Cardiovascular Technician						
Cardiovascular Technologist						
Certified Nurse Midwife						
Certified Nurse Practitioner						
Certified Registered Nurse Anesthetist						
Clinical Nurse Specialist						
Diagnostic Medical Sonographer/Ultrasonographer						
Licensed Practical Nurse						
Medical Assistant						
Medical Lab Technician/Clinical Lab Technician						
Medical Technologist/Clinical Lab Technologist						
Medical Transcriptionist						
Nuclear Medical Technologist						
Occupational Therapist						
Physician						
Physician Assistant						
Physical Therapist						
R.N. (Associate Degree)						
R.N. (Diploma)						
R.N. (Bachelor's Degree)						
R.N. (Master's Degree)						
Radiation Therapist						
Radiological Technician						
Radiological Technologist						
Respiratory Therapist						
Speech Pathologist/Speech-Language Pathologist						

^{*}Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2006. It does not include the number of employees who were promoted or transferred within your facility.

ŀ	4:	ar	n	to	-	ш	· v	а	ca	n	CI	29
		и.	u	··				u	vu		v	vu

How many hours a week determines a full time	e staff position?
--	-------------------

In the last 12 months, have you had hard-to-fill vacancies at this site? Hard-to-Fill Vacancies: Recruitment difficulties experienced, due to a number of reasons e.g. lack of applicants, applicants lack the qualifications, competition, undesirable hours, etc.

OVER

No (Please precede to the contac				
Audiologist Cardiovascular Technician Cardiovascular Technologist Certified Nurse Midwife Certified Nurse Practitioner Certified Registered Nurse Anesthetist Clinical Nurse Specialist Diagnostic Medical Sonographer/Ultrasonographer Licensed Practical Nurse		Medical Lab Technician/Clinical Lab Technician Medical Technologist/Clinical Lab Technologist Medical Transcriptionist Nuclear Medical Technologist Occupational Therapist Physician Physician Assistant Physical Therapist R.N. (Associate Degree) R.N. (Diploma)		R.N. (Bachelor's Degree) R.N. (Master's Degree) Radiation Therapist Radiological Technician Radiological Technologist Respiratory Therapist Speech Pathologist/Speech- Language Pathologist None of the above
are the causes of your hard-to-fill vac	anci	es? Please check all that apply.		
Lack of applicants Company/Industry doesn't pay el Job entails shift work of undesira Too much competition from othe People with required skills don't	noug ble l r em want	nh nours ployers to relocate to this area		
impact, if any, have hard-to fill vacan	cies	and employee turnover had on you	r inst	itution? Please check all that apply.
Difficulty meeting safety or health Reduction in services because o Increased training costs Increased hiring or recruitment c Inability to fulfill paperwork require Burnout of existing staff Inability to terminate undesirable Lower qualification of new emplo Administrative staff working direct	f inc osts reme e or r eyees ct ca	reased costs or lack of staff ents marginal staff		
measures, if any, have you taken to t	ackl	e the problem of hard-to-fill vacanci	es? F	Please check all that apply.
Offered signing bonuses Increased recruitment efforts (loc Increased Public Relations Increased training and developm Changed work practices (flexible Provided childcare support Highlighted problem to local prov Recruited people from other orga Other (specify) Nothing	eally ent hou	and different geographical areas) within workforce rs, work from home) s (eg.TEC's, colleges, training bodie	es)	
	No (Please precede to the contact submit) Audiologist Cardiovascular Technician Cardiovascular Technologist Certified Nurse Midwife Certified Nurse Practitioner Certified Registered Nurse Anesthetist Clinical Nurse Specialist Diagnostic Medical Sonographer/Ultrasonographer Licensed Practical Nurse Medical Assistant are the causes of your hard-to-fill vac Applicants lack the qualifications Lack of applicants Company/Industry doesn't pay et Job entails shift work of undesiraton much competition from othe People with required skills don't to Lack of resources to carry out efforter (specify) Nothing Not applicable timpact, if any, have hard-to fill vacan Reduced continuity of care Reduced staff to patient ratio Difficulty meeting safety or health Reduction in services because of Increased training costs Increased training corts Increased training or recruitment of Inability to fulfill paperwork required sumpout of existing staff Inability to terminate undesirable Lower qualification of new employ Administrative staff working direct Reduced training for new employ Other (specify) Nothing Not applicable timeasures, if any, have you taken to to Offered better benefits (health in Offered signing bonuses Increased recruitment efforts (local Increased Public Relations Increased Public Relations Increased Provided childcare support Highlighted problem to local provided Childcare support	No (Please precede to the contact infosubmit) Audiologist	No (Please precede to the contact information at the end of the survey, corsubnit) Audiologist	No (Please precede to the contact information at the end of the survey, complete submit) Audiologist Medical Lab Technician/Clinical Lab Technician Medical Cardiovascular Technologist Medical Technologist/Clinical Lab Technologist/Clinical Lab Technologist/Clinical Lab Technologist/Clinical Lab Technologist/Clinical Lab Technologist/Clinical Lab Technologist Lab Technologist Medical Technologist Medical Technologist Certified Registered Nurse Medical Transcriptionist Medical Technologist Medical Technologist Medical Technologist Cinical Nurse Specialist Physician Assistant Physician Phy

Contact Information

Thank you for you cooperation in completing this survey. If there are any questions about your responses to this survey who should be contacted?

		()
Name (please print)	Title	(Area Code) Telephone Number

Please return to:

South Dakota Department of Health 600 East Capitol Avenue

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Co	ommunity Health			F	Please re	eturn by:	April 27	, 2007
Na	me of Facility:							
Ad	dress of Facility:			City: _				
Со	ounty:	Zip:	Т	elephon	e No.:			
Re	affing port full-time and part-time positi ease note: The following question					nd/or cont	racted.	
	Community Health		Bud Positio	nt Total geted ns as of l st 2007	Bud Vacand	nt Total Igeted cies as of 1 st 2007		ver* For 'ear 2006
			Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Lice	ensed Practical Nurse		10	111110	10	1	111110	111110
_	titian and Nutritionist							
Nut	trition Educator							
R.N	I. (Associate Degree)							
R.N	I. (Bachelor's Degree)							
R.N	I. (Master's Degree)							
	cial Worker							
nur Ha	Innover Numbers: Is the number of employees who were promoted of a reference of the control of t	or transferred within	your facility	y.		06. It does	not includ	e the
In t	the last 12 months, have you had ha iculties experienced, due to a numb mpetition, undesirable hours, etc.	ard-to-fill vacancie	s at this s	ite? Hard	d-to-Fill			
	☐ Yes (Please check all occupa☐ No (Please proceed to the coinformation and submit)							
	Licensed Practical Nurse	□ R.N. (Assoc				Social Wo		

☐ R.N. (Master's Degree)

□ Nutrition Educator

a Applicants lack the qualifications we want b Lack of applicants c Company/Industry doesn't pay enough d Job entails shift work of undesirable hours e Too much competition from other employers f People with required skills don't want to relocate to this area g Lack of resources to carry out effective recruitment h Other (specify) i Nothing j Not applicable
What impact, if any, have hard-to fill vacancies and employee turnover had on your institution? Please check all that apply.
a Reduced continuity of care b Reduced staff to patient ratio c Difficulty meeting safety or health standards d Reduction in services because of increased costs or lack of staff e Increased training costs f Increased hiring or recruitment costs g Inability to fulfill paperwork requirements h Burnout of existing staff i Inability to terminate undesirable or marginal staff j Lower qualification of new employees k Administrative staff working direct care l Reduced training for new employees m Other (specify) n Nothing o Not applicable
What measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that apply.
aOffered higher pay bOffered better benefits (health insurance, pension, holidays, time off) cOffered signing bonuses dIncreased recruitment efforts (locally and different geographical areas) eIncreased Public Relations fIncreased training and development within workforce gChanged work practices (flexible hours, work from home) hProvided childcare support iHighlighted problem to local providers (eg.TEC's, colleges, training bodies) jRecruited people from other organizations kOther (specify) INothing mNot applicable
<u>Contact Information</u> Thank you for your cooperation in completing this survey. If there are any questions about your responses to this survey who should be contacted?
()
Name (please print) Title (Area Code) Telephone Number

What are the causes of your hard-to-fill vacancies? Please check all that apply.

Please return to:

South Dakota Department of Health 600 East Capitol Avenue

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

		i ilolic. oo.	<i>3 1 1 3 3</i> 0	or rax.	000 110 0	,000	
Denta	l Office			Please re	turn by:	April 27,	, 2007
Name o	f Facility:						
Address	s of Facility:		City:				
County:	Zip:	Т	elepho	ne No.:			
Please p	ull-time and part-time positions that ar provide address where currently emplo to fill out only one survey per dental o I offices.	yed and coord	inate w	ith the oth	er dentis	ts at the	only
	Dental Offices	Bude Positio	nt Total geted ns as of	Budg Vacanc	nt Total geted ies as of	Turn O	
		Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Dental As	sistant	Tillie	111110	111110	111110	111110	111110
Dental Hy							
Dentist	<u> </u>						
Orthodont	tist						
Oral Surg	eon						
Radiograp							
number of	Numbers: Is the number of employees who left employees who were promoted or transferred Fill Vacancies			cal year 200	6. It does	not include	the:
naru to	Till Vacancies						
How mar	ny hours a week determines a full time sta	aff position?					
difficultie	st 12 months, have you had hard-to-fill vac s experienced, due to a number of reasor ion, undesirable hours, etc.						
□ □ infor	Yes (Please check all occupations that a No (Please proceed to the contact inform mation and submit)						
	Dental Assistant Dental Hygienist			Oral Surge Radiograph			

Dentist

Orthodontist

None of the above

What are the causes of your hard-to-fill vacancies? Please check all that apply.
a Applicants lack the qualifications we want b Lack of applicants c Company/Industry doesn't pay enough d Job entails shift work of undesirable hours e Too much competition from other employers f People with required skills don't want to relocate to this area g Lack of resources to carry out effective recruitment h Other (specify) i Nothing j Not applicable
What impact, if any, have hard-to fill vacancies and employee turnover had on your institution? Please check all that apply.
a Reduced continuity of care b Reduced staff to patient ratio c Difficulty meeting safety or health standards d Reduction in services because of increased costs or lack of staff e Increased training costs f Increased hiring or recruitment costs g Inability to fulfill paperwork requirements h Burnout of existing staff i Inability to terminate undesirable or marginal staff j Lower qualification of new employees k Administrative staff working direct care l Reduced training for new employees m Other (specify) n Nothing o Not applicable
What measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that apply.
aOffered higher pay bOffered better benefits (health insurance, pension, holidays, time off) cOffered signing bonuses dIncreased recruitment efforts (locally and different geographical areas) eIncreased Public Relations fIncreased training and development within workforce gChanged work practices (flexible hours, work from home) hProvided childcare support iHighlighted problem to local providers (eg.TEC's, colleges, training bodies) jRecruited people from other organizations kOther (specify) INothing mNot applicable
Contact Information
Thank you for your cooperation in completing this survey. If there are any questions about your responses to this survey who should be contacted?
Name (please print) (

Please return to:

South Dakota Department of Health 600 East Capitol Avenue

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Telephone No.:_____

Federally Qualified Health Centers 2007

Please return by: April 27,

Staffing

County:

Report full-time and part-time positions that are currently on facility payroll and/or contracted. Please note: The following questions apply only to federally qualified health center positions.

_____Zip: _____

Federally Qualified Health Centers		Current Total Budgeted Positions as of Jan 31 st 2007		Current Total Budgeted Vacancies as of Jan 31 st 2007		Turn Over* For Fiscal Year 2006	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	
Audiologist							
Cardiovascular Technician							
Cardiovascular Technologist							
Certified Nurse Midwife							
Certified Nurse Practitioner							
Certified Registered Nurse Anesthetist							
Clinical Nurse Specialist							
Diagnostic Medical Sonographer/Ultrasonographer							
Licensed Practical Nurse							
Medical Assistant							
Medical Laboratory Technician/Clinical Laboratory Technician							
Medical Technologist/Clinical Laboratory Technologist							
Medical Transcriptionist							
Nuclear Medical Technologist							
Occupational Therapist							
Physician							
Physician Assistant							
Physical Therapist							
R.N. (Associate Degree)							
R.N. (Diploma)							
R.N. (Bachelor's Degree)							
R.N. (Master's Degree)							
Radiation Therapist							
Radiological Technician							
Radiological Technologist							
Respiratory Therapist							
Speech Pathologist/Speech-Language Pathologist							

^{*}Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2006. It does not include the number of employees who were promoted or transferred within your facility.

Hard	to Fil	l Vacar	าcıes

How many hours a week determines a full time staff position?

In the last 12 months, have you had hard-to-fill vacancies at this site? **Hard-to-Fill Vacancies:** Recruitment difficulties experienced, due to a number of reasons e.g. lack of applicants, applicants lack the qualifications, competition, undesirable hours, etc.

		•		s that apply (below) AND continue w t information at the end of the surve		
		information and submit)				
		Audiologist		Medical Lab Technician/Clinical		R.N. (Bachelor's Degree)
		Cardiovascular Technician	_	Lab Technician		R.N. (Master's Degree)
		Cardiovascular Technologist Certified Nurse Midwife	Ш	Medical Technologist/Clinical Lab Technologist		Radiation Therapist Radiological Technician
		Certified Nurse Practitioner		<u> </u>		Radiological Technologist
		Certified Registered Nurse		Nuclear Medical Technologist		Respiratory Therapist
		Anesthetist		Occupational Therapist		Speech Pathologist/Speech-
		Clinical Nurse Specialist		Physician Assistant	_	Language Pathologist
		Diagnostic Medical Sonographer/Ultrasonographer		Physician Assistant Physical Therapist		None of the above
		Licensed Practical Nurse		R.N. (Associate Degree)		
		Medical Assistant		R.N. (Diploma)		
Wh	at ar	re the causes of your hard-to-fill vac	canci	es? Please check all that apply.		
		Applicants look the qualifications		wont		
a. b.		Applicants lack the qualificationsLack of applicants	we	want		
C.		Company/Industry doesn't pay e	noug	Jh		
d.		Job entails shift work of undesira				
e.		Too much competition from othe				
f. g.		People with required skills don'tLack of resources to carry out ef				
h.		Other (specify)				
i.		Nothing				
j.		Not applicable				
Wh	at im	npact, if any, have hard-to fill vacan	cies	and employee turnover had on you	ır ins	titution? Please check all that
app						
a.		Reduced continuity of care				
b.		Reduced staff to patient ratio				
c.		Difficulty meeting safety or healt				
d.	-	Reduction in services because of	of inc	reased costs or lack of staff		
e. f.		Increased training costsIncreased hiring or recruitment of	nete			
g.		Inability to fulfill paperwork requi		ents		
ĥ.		Burnout of existing staff				
i.		Inability to terminate undesirable				
j.		Lower qualification of new emplo				
k. I.		 Administrative staff working direct Reduced training for new employ 		le .		
m.		Other (specify)	, 555			
n.		Nothing				
0.		Not applicable				
Wh	at m	easures, if any, have you taken to	tackl	e the problem of hard-to-fill vacanc	ies?	Please check all that apply.
a.		Offered higher pay				
b.		Offered better benefits (health in	sura	nce, pension, holidays, time off)		
C.		Offered signing bonuses	oolly.	and different geographical areas)		
d. e.		Increased Public Relations	cally	and unierem geographical areas)		
f.		_ Increased Fablic Relations _ Increased training and developm	nent v	within workforce		
g.		Changed work practices (flexible				
h.		Provided childcare support		- / TFOI- "		
İ. i		Highlighted problem to local prov Recruited people from other org		s (eg.TEC's, colleges, training bodi	es)	
J. k.		Recruited people from other orgi Other (specify)	ai IIZa	IIIO113		
l.		Nothing				
m.		Not applicable				

Contact Information

Thank you for your cooperation in completing this survey. If there are any questions about your responses to this survey who should be contacted?

		()
Name (please print)	Title	(Area Code) Telephone Number

Please return to: **South Dakota Department of Health** 600 East Capitol Avenue Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Please return by: April 27,

Hospitals 2007

Name of Facility:			
Address of Facility:		City:	
County:	Zip:	Telephone No.:	

Staffing

Report full-time and part-time positions that are currently on facility payroll and/or contracted. Please note: The following questions apply only to hospital positions.

Hospitals	Current Total Budgeted Positions as of January 31 st , 2007		Vacano	tal Budgeted lies as of 31 st , 2007	Turn Over* For Fiscal Year 2006		
	Full Time	Part Time	Full Time	Part time	Full Time	Part time	
Accredited Record Technician							
Audiologist							
Cardiovascular Technologist							
Cardiovascular Technician							
Certified Coding Specialist							
Certified Dietary Manager							
Certified Nursing Assistant							
Certified Nurse Practitioner							
Certified Registered Nurse Anesthetists							
Chiropractor							
Clinical Nurse Specialist							
Diagnostic Medical Sonographers/Ultrasonographers							
Dietitian and Nutritionists	1						
Emergency Medical Technician							
Licensed Practical Nurse	 						
Massage Therapist							
Medical Assistants							
Medical Lab Technician/Clinical Lab Technician							
Medical Technologist/Clinical Lab Technologists							
Medical Transcriptionists							
·							
Nuclear Medicine Technologists							
Nursing Assistant							
Occupational Therapist							
Occupational Therapists Assistant							
Paramedic							
Patient Care Technician							
Physician							
Physician Assistant							
Physical Therapist							
Physical Therapist Assistant							
Podiatrist							
Psychologist							
Psychiatrist							
Radiation Therapists							
Radiological Technicians							
Radiological Technologist						-	
R.N. (Associate Degree)							
R.N. (Bachelor's Degree)							
R.N. (Master's Degree)	ļ						
R.N. (No Separation)	1						
Registered Record Administrator Respiratory Therapist	1						
Social Worker	 						
Speech Path/Speech-Language Path	 						
Surgical Technician/Operating Room Tech							
Cargical recinician/Operating (100m recin	1	<u>l</u>	L	<u>l</u>	1		

*Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2006. It does not include the number of employees who were promoted or transferred within your facility.

Hard to Fill Vacancies

Hov	v ma	any hours a week determines a full	time	staff position?		
exp	erie			acancies at this site? Hard-to-Fill ack of applicants, applicants lack the		
				pply (below) AND continue with the relation at the end of the survey, compl		
a. b. c. d. e. f. g. h. i. j.	Aud Car	· -	noug able her emp want fectiv	vant h lours bloyers to relocate to this area	inst	Psychologist Psychiatrist Radiation Therapists Radiological Technicians Radiological Technologist R.N. (Associate Degree) R.N. (Bachelor's Degree) R.N. (Master's Degree) R.N. (No Separation) Registered Record Administrators Respiratory Therapists Social Worker Speech Path/Speech-Language Path Surgical Tech/Operating Room Tech None of the above
a. b. c. d. e. f. g. h. i. j. k. l. m. n. o.		Reduced continuity of care Reduced staff to patient ratio Difficulty meeting safety or healt Reduction in services because of Increased training costs Increased hiring or recruitment of Inability to fulfill paperwork requiful Burnout of existing staff Inability to terminate undesirable Lower qualification of new employ Administrative staff working direct Reduced training for new employ Other (specify) Nothing Not applicable	of incr costs reme e or n byees ct car	eased costs or lack of staff nts narginal staff		

a Offered higher pay
b Offered better benefits (health insurance, pension, holidays, time off)
c. Offered signing bonuses
d Increased recruitment efforts (locally and different geographical areas)
e. Increased Public Relations
f Increased training and development within workforce
<u> </u>
Highlighted problem to local providers (eg.TEC's, colleges, training bodies)
Recruited people from other organizations
k Other (specify)
l Nothing
m Not applicable
Contact Information
Thank you for you cooperation in completing this survey. If there are any questions about your responses to thi
survey who should be contacted?
•
Name (please print) Title (Area Code) Telephone Number
Name (please print) Title (Alea Code) Telephone Number

What measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that apply.

Please return to: **South Dakota Department of Health** Office of Data, Statistics & Vital Records 600 East Capitol Avenue

□ Dietitian

□ License Practical Nurse

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Inpatient Chemical Dependency Facilities Please return by: April 27, 2007 Name of Facility: Address of Facility: City: County: _____ Zip: ____ Telephone No.: **Staffing** Report full-time and part-time positions that are currently on facility payroll and/or contracted. Please note: The following questions apply only to inpatient chemical dependency facility positions. **Current Total Current Total Budgeted Budgeted** Turn Over* For **Inpatient Chemical Dependency** Fiscal Year 2006 Positions as of Vacancies as of **Facilities** Jan 31st 2007 Jan 31st 2007 Full Part Full Part Full Part Time Time Time Time Time Time CD Counselor Certified Nursing Assistant Dietitian and Nutritionist Licensed Practical Nurse Nursing Assistant Physician Psychologist Psychiatrist R.N. (Associate Degree) R.N. (Bachelor's Degree) R.N. (Master's Degree) Social Worker *Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2006. It does not include the number of employees who were promoted or transferred within your facility. How many hours a week determines a full time staff position? **Hard to Fill Vacancies** In the last 12 months, have you had hard to fill vacancies at this site? Hard-to-Fill Vacancies: Recruitment difficulties experienced, due to a number of reasons e.g. lack of applicants, applicants lack the qualifications, competition, undesirable hours, etc. П Yes (Please check all occupations that apply (below) AND continue with the rest of the survey) No (Please precede to the contact information at the end of the survey, complete the information and submit) □ CD Counselor □ Certified Nursing

Assistant

	Nursing Assistant Physician Psychologist		Psychiatrist R.N. (Associate Degree) R.N. (Bachelor's Degree)		R.N. (Master's Degree) Social Worker None of the above
			OVER		
What a	re the causes of your hard-to-	fill vacanci	es? Please check all that app	oly.	
b c d e f	Applicants lack the qualific Lack of applicants Company/Industry doesn't Job entails shift work of un Too much competition from People with required skills Lack of resources to carry Other (specify) Nothing Not applicable	pay enoug desirable h n other em don't want out effectiv	nh nours ployers to relocate to this area		
What in that ap		vacancies	and employee turnover had o	n your ins	titution? Please check all
b	Reduced continuity of care Reduced staff to patient ra Difficulty meeting safety or Reduction in services beca Increased training costs Increased hiring or recruitr Inability to fulfill paperwork Burnout of existing staff Inability to terminate undes Lower qualification of new Administrative staff workin Reduced training for new of Other (specify) Nothing Not applicable	tio health sta ause of inc ment costs requireme sirable or m employees g direct ca employees	reased costs or lack of staff ents narginal staff s		
What napply.	neasures, if any, have you tak	en to tackl	e the problem of hard-to-fill va	cancies?	Please check all that
a b c d e f g h i j. k l m	Offered signing bonuses Increased recruitment effo Increased Public Relations Increased training and dev Changed work practices (f Provided childcare suppor	rts (locally s velopment v lexible hou t al providers er organiza	rs, work from home) s (eg.TEC's, colleges, training tions	eas)	
		mnleting th	is survey. If there are any gua	actions ob	out vour responses to this
	you for you cooperation in cor who should be contacted?	npieting th	is survey. If there are any que	ssuons ad	out your responses to this
Name	(please print) Title		() (Area Code) Telephone Nur	mber	_

Please return to: **South Dakota Department of Health** Office of Data, Statistics & Vital Records 600 East Capitol Avenue Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Intermediate Care Facilities for the Mentally Retarded Please return by: April 27, 2007

Name of Facility: Address of Facility: _____City: _____ _____Zip _____ Telephone No.:

Staffing

County: ___

Report full-time and part-time positions that are currently on facility payroll and/or contracted. Please note: The following questions apply only to intermediate care facilities for the mentally retarded positions.

Intermediate Care Facilities for the Mentally Retarded	Budo Positio	nt Total geted ns as of st 2007	Budg Vacanc	nt Total geted ies as of st 2007	Turn Over* For Fiscal Year 2006	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Case Manager						
Certified Dietary Manager						
Certified Nurse Practitioner						
Certified Nursing Assistant						
Dietitian and Nutritionist						
Licensed Practical Nurse						
Nursing Assistant						
Occupational Therapist						
Occupational Therapists Assistant						
Pharmacist						
Pharmacist Technician						
Physician						
Physician Assistant						
Physical Therapist						
Physical Therapist Assistant						
Psychologist						
Psychiatrist						
R.N. (Associate Degree)						
R.N. (Bachelor's Degree)						
R.N. (Master's Degree)						
Restorative Aides						
Social Worker						
Speech Pathologist/Speech-Language Pathologist						

*	rnover Numbers: Is the number of employees who left your facility during the fiscal year 2006.	
ľ	loes not include the number of employees who were promoted or transferred within your facility	

How man	y hours a week determines a full time staff pos	sition?

Hard to Fill Vacancies

In the last 12 months, have you had hard-to-fill vacancies at this site? Hard-to-Fill Vacancies: Recruitment difficulties experienced, due to a number of reasons e.g. lack of applicants, applicants lack the qualifications, competition, undesirable hours, etc.

			ormation at the end of the survey, co		
sul	omit)		-		
	Case Manager Certified Dietary	_	OVER Occupational Therapists Assistant		(
	Manager Certified Nurse		Pharmacist Pharmacist Technician		R.N. (Master's Degree) Restorative Aides
	Practitioner Certified Nursing		Physician Physician Assistant		Social Worker Speech Path/Speech-
	Assistant Dietitian and Nutritionist		Physical Therapist Physical Therapist		Lang Path None of the above
	Licensed Practical Nurse Nursing Assistant		Assistant Psychologist		
	Occupational Therapist		Psychiatrist		
What a	re the causes of your hard-to-fill vac	anci	es? Please check all that apply.		
	Applicants lack the qualificationsLack of applicants	we v	want		
c	Company/Industry doesn't pay e Job entails shift work of undesira	noug ble k	jh Dours		
	Too much competition from othe				
	People with required skills don'tLack of resources to carry out ef				
	Cack of resources to carry out er Other (specify)	CUIV	- -		
-	Nothing Not applicable				
j	Not applicable				
What in that app	npact, if any, have hard-to fill vacan oly.	cies	and employee turnover had on you	ır inst	itution? Please check all
	Reduced continuity of care				
	Reduced staff to patient ratioDifficulty meeting safety or health	n sta	ndards		
c	Reduction in services because o				
	Increased training costs	ooto			
e f.	 Increased hiring or recruitment c Inability to fulfill paperwork required 		ents		
	Burnout of existing staff	CITIC			
	Inability to terminate undesirable	or r	narginal staff		
	Lower qualification of new emplo				
k	Administrative staff working direct				
m	Reduced training for new employOther (specify)				
	Nothing				
0	Not applicable				
What mapply.	easures, if any, have you taken to t	ackl	e the problem of hard-to-fill vacanc	ies? I	Please check all that
	Offered higher pay				
	Offered better benefits (health inOffered signing bonuses	sura	nce, pension, holidays, time off)		
d	Increased recruitment efforts (loc	ally	and different geographical areas)		
e	Increased Public Relations				
	Increased training and developm				
g h	Changed work practices (flexibleProvided childcare support	nou	rs, work from nome)		
i	Frovided childcare support Highlighted problem to local prov	ider:	s (eg.TEC's, colleges, training bodi	es)	
	Recruited people from other orga			,	
k	Other (specify)				
	Nothing				
m	Not applicable				

Contact Information

Thank you for you cooperation in completing this survey. If there are any questions about your responses to this survey who should be contacted?

		()
Name (please print)	Title	(Area Code) Telephone Number

Please return to:

South Dakota Department of Health Office of Data, Statistics & Vital Records 600 East Capitol Avenue

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Nursing Facilities 2007

and submit)

Please return by: April 27,

Name of Facility:							
Address of Facility:				City:			
County:	Zip		-	Telepho	ne No.:		
	<u>-</u>			. отортто			
staffing							
eport full-time and part-time position				y payroll	and cont	racted.	
llowing questions apply only to nurs	sing facility	position	ıs.				
	Current	Total	Curren	t Total			
	Budge		Budg		Turn Ov		
Nursing Facilities	Position Jan 31 st		Vacancio Jan 31 ^s		Fiscal Year 2006		
	Full	Part	Full	Part	Full	Part	
	Time	Time	Time	Time	Time	Time	
ccredited Record Technician							
Certified Coding Specialist							
ertified Dietary Manager							
ertified Nurse Practitioner							
ertified Nursing Assistant							
etitian and Nutritionist							
ealth Unit Clerk							
censed Practical Nurse							
assage Therapists							
DS Coordinator							
ursing Facility Administrators							
ccupational Therapist							
ccupational Therapist Assistant							
ysician							
nysician Assistant	-					-	
hysical Therapist hysical Therapist Assistant	-					1	
N. (Associate Degree)	+		 	1		+-	
.N. (Bachelor's Degree)	+			-		+	
.N. (Master's Degree)		<u> </u>				+	
N. (No Separation)				1		1	
estorative Aides							
ocial Worker							
eech Pathologist/Speech-Lang Path							
rnover Numbers: Is the number of employed oloyees who were promoted or transferred			during the f	iscal year	2006. It do	es not ir	
			·				

Yes (Please check all occupations that apply (below) AND continue with the rest of the survey)

No (Please proceed to the contact information at the end of the survey, complete the information

OVER

 □ Certified Coding Specialist □ Certified Dietary Manager □ Certified Nurse Practitioner □ Certified Nursing Assistant □ Dietitian and Nutritionist □ Health Unit Clerk □ License Practical Nurse 	 □ MDS Coordinator □ Nursing Facility Admin □ Occupational Therapist □ Occupational Therapists Assistant □ Physician □ Physician Assistant □ Physical Therapist □ Physical Therapist Assistant 	 □ R.N. (Associate Degree) □ R.N. (Bachelor's Degree) □ R.N. (Master's Degree) □ R.N. (No Separation) □ Restorative Aides □ Social Worker □ Speech Path/Speech-Lang Path □ None of the Above
What are the causes of your hard-to-fill va	cancies? Please check all that ap	oply.
a Applicants lack the qualification b Lack of applicants c Company/Industry doesn't pay e d Job entails shift work of undesir e Too much competition from othe f People with required skills don't g Lack of resources to carry out e h Other (specify) i Nothing j Not applicable What impact, if any, have hard-to-fill vacat apply.	enough rable hours er employers t want to relocate to this area effective recruitment	on your institution? Please check all that
a. Reduced continuity of care b. Reduced staff to patient ratio c. Difficulty meeting safety or healt d. Reduction in services because of e. Increased training costs f. Increased hiring or recruitment of g. Inability to fulfill paperwork requ h. Burnout of existing staff i. Inability to terminate undesirable j. Lower qualification of new empl k. Administrative staff working dire l. Reduced training for new empl m. Other (specify) n. Nothing o. Not applicable	of increased costs or lack of staff costs irrements e or marginal staff oyees ect care	
What measures, if any, have you taken to	tackle the problem of hard-to-fill v	acancies? Please check all that apply.
a. Offered higher pay b. Offered better benefits (health in c. Offered signing bonuses d. Increased recruitment efforts (let e. Increased Public Relations f. Increased training and developing. Changed work practices (flexible h. Provided childcare support i. Highlighted problem to local proj. Recruited people from other orgic k. Other (specify) l. Nothing m. Not applicable	ocally and different geographical arment within workforce e hours, work from home) oviders (eg.TEC's, colleges, training ganizations	reas)
Contact Information		
Thank you for you cooperation in complete who should be contacted?		uestions about your responses to this survey
Name (please print) Title	(<u>)</u> (Area Code) Telephone Nu	umber

Please return to:

South Dakota Department of Health

600 East Capitol Avenue

Pierre, South Dakota 57501-2356 Phone: 605-773-3361 Fax: 605-773-5683

Optometry Clinics			Pleas	e return	by: Apri	l 27, 20	
Name of Facility:							
Address of Facility:			City: _				
County:	Zip:	Т	elephon	e No.:			
<u>Staffing</u>							
Report full-time and part-time provide address where curre fill out only one survey per O Optometry Clinics.	ntly employed and c	oordinate w	ith the o	ther opto	metrists	at the loc	ation to
Optometry C	linics	Currer Budo Positio Jan 31	Budg Vacanc	Current Total Budgeted Vacancies as of Jan 31 st 2007		Turn Over* For Fiscal Year 2006	
		Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
	had hard-to-fill vacar a number of reasons	ncies at this s e.g. lack of ap ly (below) AND	ite? Hare oplicants,	d-to-Fill V applicant	s lack the	e qualifica survey)	tions,
□ Optometrist			□ Nor	ne of the a	above		

j. Not applicable

What that a	impact, if any, have hard-to fill vacancies and employee turnover had on your institution? Please check all apply.
a.	Reduced continuity of care
b	Reduced staff to patient ratio
C	Difficulty meeting safety or health standards
d	Reduction in services because of increased costs or lack of staff
e	Increased training costs
f	Increased hiring or recruitment costs
g	Inability to fulfill paperwork requirements
э h.	Burnout of existing staff
i	Inability to terminate undesirable or marginal staff
j	Lower qualification of new employees
k.	Administrative staff working direct care
l	Reduced training for new employees
m.	Other (specify)
n.	Nothing
0.	Not applicable
What apply	measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that .
	Offered higher pay Offered better benefits (health insurance, pension, holidays, time off) Offered signing bonuses Increased recruitment efforts (locally and different geographical areas) Increased Public Relations Increased training and development within workforce Changed work practices (flexible hours, work from home) Provided childcare support Highlighted problem to local providers (eg.TEC's, colleges, training bodies) Recruited people from other organizations Other (specify) Nothing Not applicable tact Information k you for your cooperation in completing this survey. If there are any questions about your responses to this
	k you for your cooperation in completing this survey. If there are any questions about your responses to this by who should be contacted?
Name	e (please print) Title (Area Code) Telephone Number

Please return to:

South Dakota Department of Health

600 East Capitol Avenue

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Pharmacy				Pleas	e return	by: Apri	l 27, 200
Name of Pharmacy:							
Address of Pharmacy:			City	:			
County:	Zip:	T	elephon	e No.:			
Staffing							
Report full-time and part-time note: The following question				ayroll and	d/or cont	racted. F	Please
Pharm	асу	Budg Position	nt Total geted ns as of st 2007	Budg Vacanc	nt Total geted ies as of st 2007		ver* For ear 2006
		Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Pharmacist Pharmacy Tachnician							
Pharmacy Technician *Turnover Numbers: Is the number of employees who were properties.				l fiscal year	2006. It d	l oes not inc	lude the
Hard to Fill Vacancies How many hours a week determines a full time staff position? In the last 12 months, have you had hard-to-fill vacancies at this site? Hard-to-Fill Vacancies: Recruitment difficulties experienced, due to a number of reasons e.g. lack of applicants, applicants lack the qualifications, competition, undesirable hours, etc.							
	all occupations that apply (but the contact information a						rmation
□ Pharmacist			□ Phar	macy Ted	hnician		
What are the causes of your h	nard-to-fill vacancies? Plea	se check	all that a	pply.			
a Applicants lack the qualifications we want b Lack of applicants c Company/Industry doesn't pay enough d Job entails shift work of undesirable hours e Too much competition from other employers f People with required skills don't want to relocate to this area g Lack of resources to carry out effective recruitment h Other (specify) i Nothing							

__ Not applicable

that apply.
a Reduced continuity of care b Reduced staff to patient ratio c Difficulty meeting safety or health standards d Reduction in services because of increased costs or lack of staff e Increased training costs f Increased hiring or recruitment costs g Inability to fulfill paperwork requirements h Burnout of existing staff i Inability to terminate undesirable or marginal staff j Lower qualification of new employees k Administrative staff working direct care l Reduced training for new employees m Other (specify) n Nothing o Not applicable
What measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that apply.
aOffered higher pay bOffered better benefits (health insurance, pension, holidays, time off) cOffered signing bonuses dIncreased recruitment efforts (locally and different geographical areas) eIncreased Public Relations fIncreased training and development within workforce gChanged work practices (flexible hours, work from home) hProvided childcare support iHighlighted problem to local providers (eg.TEC's, colleges, training bodies) jRecruited people from other organizations kOther (specify) INothing mNot applicable
Contact Information
Thank you for your cooperation in completing this survey. If there are any questions about your responses to the survey who should be contacted?
Name (please print) Title (Area Code) Telephone Number

What impact, if any, have hard-to fill vacancies and employee turnover had on your Pharmacy? Please check all

Please return to:

South Dakota Department of Health

600 East Capitol Avenue

Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Prison Health		F	Please re	turn by:	April 27	, 2007		
Name of Facility:								
Address of Facility:				City: _				
County:	Zip: ˌ		Т	elephon	e No.:			
<u>Staffing</u>								
Report full-time and part-time positions note: The following questions apply or					ayroll an	d/or cont	racted. I	Please
Prison Health			Bude Positio	nt Total geted ns as of	Bude Vacanc	nt Total geted ies as of st 2007		ver* For ear 2006
			Full	Part	Full	Part	Full	Part
Licensed Practical Nurse			Time	Time	Time	Time	Time	Time
Patient Care Technician								
Physician								
Psychiatrist								
Psychologist								
R.N. (Associate Degree)								
R.N. (Diploma)								
R.N. (Bachelor's Degree)								
R.N. (Master's Degree)								
Radiological Technician		1.6						
*Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2006. It does not include the number of employees who were promoted or transferred within your facility. Hard to Fill Vacancies								
How many hours a week determines a full	time	staff posi	tion?					
In the last 12 months, have you had hard-to-fill vacancies at this site? Hard-to-Fill Vacancies: Recruitment difficulties experienced, due to a number of reasons e.g. lack of applicants, applicants lack the qualifications, competition, undesirable hours, etc.								
 ☐ Yes (Please check all occupation ☐ No (Please proceed to the contain and submit) 								ormation
 □ Licensed Practical Nurse □ Patient Care Technician □ Physician □ Psychiatrist 		Psychol R.N. (As R.N. (Di R.N. (Ba	ssociate D ploma)	,		Radio	Master's logical Te of the abo	chnician

What are the causes of your hard-to-fill vacancies? Please check all that apply.						
a Applicants lack the qualifications we want b Lack of applicants c Company/Industry doesn't pay enough d Job entails shift work of undesirable hours e Too much competition from other employers f People with required skills don't want to relocate to this area g Lack of resources to carry out effective recruitment h Other (specify) i Nothing j Not applicable						
What impact, if any, have hard-to fill vacancies and employee turnover had on your institution? Please check all that apply.						
a Reduced continuity of care b Reduced staff to patient ratio c Difficulty meeting safety or health standards d Reduction in services because of increased costs or lack of staff e Increased training costs f Increased hiring or recruitment costs g Inability to fulfill paperwork requirements h Burnout of existing staff i Inability to terminate undesirable or marginal staff j Lower qualification of new employees k Administrative staff working direct care l Reduced training for new employees m Other (specify) n Nothing o Not applicable						
What measures, if any, have you taken to tackle the problem of hard-to-fill vacancies? Please check all that apply.						
aOffered higher pay bOffered better benefits (health insurance, pension, holidays, time off) cOffered signing bonuses dIncreased recruitment efforts (locally and different geographical areas) eIncreased Public Relations fIncreased training and development within workforce gChanged work practices (flexible hours, work from home) hProvided childcare support iHighlighted problem to local providers (eg.TEC's, colleges, training bodies) jRecruited people from other organizations kOther (specify) lNothing mNot applicable						
Contact Information						
Thank you for your cooperation in completing this survey. If there are any questions about your responses to this survey who should be contacted?						
Name (please print) Title (Area Code) Telephone Number						

Please return to: South Dakota Department of Health Office of Data, Statistics & Vital Records

Please return by: April 27, 2007

600 East Capitol Avenue Pierre, South Dakota 57501-2356

Phone: 605-773-3361 Fax: 605-773-5683

Rural Health Clinics

Name of Facility:			
Address of Facility:		City:	
County:	Zip:	Telephone	

Staffing

Report full-time and part-time positions that are currently on facility payroll and/or contracted. Please note: The following questions apply only to rural health clinic positions.

Rural Health Clinics	Budo Positio	nt Total geted ns as of st 2007	Budo Vacanci	nt Total geted es as of st 2007	Turn Over* For Fiscal Year 2006	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Audiologist	Time	Time	111110	111110	111110	111110
Cardiovascular Technician						
Cardiovascular Technologist						
Certified Nurse Midwife						
Certified Nurse Practitioner						
Certified Registered Nurse Anesthetist						
Clinical Nurse Specialist						
Diagnostic Medical Sonographer/Ultrasonographer						
Licensed Practical Nurse						
Medical Assistant						
Medical Lab Technician/Clinical Lab Technician						
Medical Technologist/Clinical Lab Technologist						
Medical Transcriptionist						
Nuclear Medical Technologist						
Occupational Therapist						
Physician						
Physician Assistant						
Physical Therapist						
R.N. (Associate Degree)						
R.N. (Diploma)						
R.N. (Bachelor's Degree)						
R.N. (Master's Degree)						
Radiation Therapist						
Radiological Technician						
Radiological Technologist						
Respiratory Therapist						
Speech Pathologist/Speech-Language Pathologist						

^{*}Turnover Numbers: Is the number of employees who left your facility during the fiscal year 2006. It does not include the number of employees who were promoted or transferred within your facility.

How many hours a week determines a full time staff position? _____

Hard to Fill Vacancies

compe	tition, undesirable hours, etc.				
_	th the rest of the survey)		OVER		s that apply (below) AND continue
⊔ an	No (Please proceed to the cond submit)	ntact	information at the end of the s	urvey, c	complete the contact information
	Audiologist Cardiovascular Technician Cardiovascular Technologist Certified Nurse Midwife Certified Nurse Practitioner Certified Registered Nurse Anesthetist Clinical Nurse Specialist Diagnostic Medical Sonographer/Ultrasonographer License Practical Nurse		Medical Assistant Med Lab Technician/Clinical Lab Technician Med Technologist/Clinical La Technologist Medical Transcriptionist Nuclear Medical Technologis Occupational Therapist Physician Physician Assistant Physical Therapist	ab 🗆	R.N. (Associate Degree) R.N. (Diploma) R.N. (Bachelor's Degree) R.N. (Master's Degree) Radiation Therapist Radiological Technician Radiological Technologist Respiratory Therapist Speech Path/Speech- Language Path None of the above
What a	are the causes of your hard-to-fill	vaca	ancies? Please check all that	apply.	
c d e f f j What ii apply. a b c	Applicants lack the qualification Lack of applicants Company/Industry doesn't pate Job entails shift work of under Too much competition from on People with required skills do Lack of resources to carry our Other (specify) Nothing Not applicable Reduced continuity of care Reduced staff to patient ration Difficulty meeting safety or he Reduction in services becaus Increased training costs Increased training or recruitmer Inability to fulfill paperwork refunction of existing staff Inability to terminate undesirate Lower qualification of new empother (specify) Nothing Not applicable	y en sirab ther n't w t effe canc canc canc canc canc canc canc can	ough ble hours employers rant to relocate to this area ective recruitment ies and employee turnover has standards increased costs or lack of sta ests ements or marginal staff rees care		our institution? Please check all that
What r	neasures, if any, have you taken	to ta	ackle the problem of hard-to-fi	ll vacar	ncies? Please check all that apply.
b c d e f g h	Offered higher pay Offered better benefits (health Offered signing bonuses Increased recruitment efforts Increased Public Relations Increased training and develor Changed work practices (flexis) Provided childcare support Highlighted problem to local proceeding Recruited people from other control of the c	(loca opme ible l	ally and different geographica ent within workforce hours, work from home) ders (eg.TEC's, colleges, train	l areas	

In the last 12 months, have you had hard-to-fill vacancies at this site? **Hard-to-Fill Vacancies:** Recruitment difficulties experienced, due to a number of reasons e.g. lack of applicants, applicants lack the qualifications,

Contact Information

Thank you for you cooperation who should be contacted?	on in completir	ng this survey. If there are any questions about your responses to this survey
Name (please print)	Title	()(Area Code) Telephone Number